

Eye on Privacy

TRU Staffing Partners

March 12, 2025



Privacy, Ediscovery, & Cybersecurity Staffing

Omer Tene

Partner, Goodwin

Omer is globally renowned as a premier legal practitioner and thought leader on privacy, cybersecurity, AI and law, and technology. For the past two decades, he's advised governments, policymakers, regulators, international organizations and businesses on strategy, governance and compliance issues in privacy, cyber security and law, and technology.

He is an Affiliate Scholar at the Stanford Center for Internet and Society, and Senior Fellow at the Future of Privacy Forum. He was appointed to the Arbitration Panel under the US-EU Privacy Shield Agreement and was the Rapporteur for the 30-year review of the OECD Privacy Guidelines.



Eye on Privacy

What You Can Expect Each Month

Remote vs.
In-Office
vs. Hybrid

Speed of Hire
Metrics

Point-of-Hire
Compensation
Metrics

Exciting Guest Speakers and More!

Offer
Acceptance
Likelihood

Contract
Staffing
Trends

Privacy Job
Seeker
Motivations

Where is the data coming from?

2023
IAPP Jobs
Report

TRU 2024
Data Privacy
Jobs Report

35,000+
TRU
Hot Jobs
Subscribers

7,500+
Inbound
Privacy/AIG
Applicants
2024

3,122
Privacy Job
Seekers
Presented
2024

Eye on
Privacy
Webinar
Series

LinkedIn
Insights

Ongoing
Conversations
with 250+
CPOs

TRU Trends March 2025

- Corporate privacy pros turning to the Am Law for employment
- More money was the #1 motivator in February 2025 after 15 consecutive months of burnout being #1
- 1.7 Million privacy pros with AI Gov skills, under 380,000 with AI Gov but no privacy
- AI governance jobs 15-49% lower in comp compared to privacy jobs
- February significant increase in FTE privacy job postings, but 65% of TRU jobs accepted were contract
- Over 75% of TRU's data privacy candidate portfolio is open to new opportunities
- Litigation risk/preparedness successfully driving buy-in for additional human resources

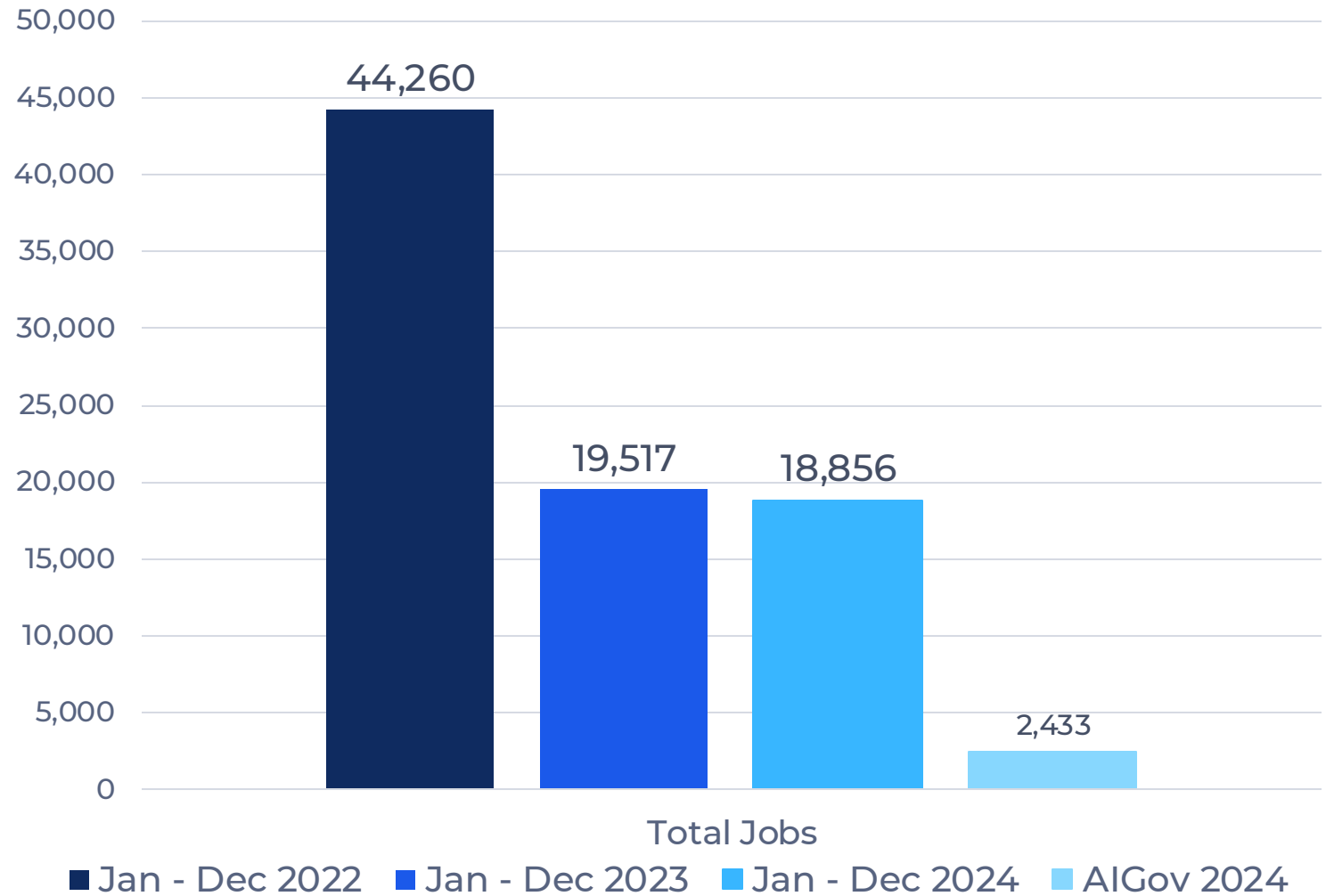
Privacy Job Postings



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U.S. Privacy Job Postings 2022 – 2024 & AI Gov Jobs 2024

U.S. “TRUE”* Privacy & AI Gov Job Postings 2022-2024



*“TRUE” = exclusively privacy-focused jobs



Privacy, AI, and Governance **Skills** Landscape on LinkedIn – Global Overview (December 2024)

Privacy + AI Governance Skills

1,782,388
Professionals

2,433
Job Posts

Privacy + Governance Skills

1,774,182
Professionals

1,377
Job Posts

AI + Governance Skills

383,996
Professionals

217
Job Posts

of professionals on LinkedIn within this talent pool
(SKILLS on profile)

Privacy Job Seeker Motivations



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Motivations for Privacy Job Seekers

TOP 5

MOTIVATIONS OF JOB SEEKERS IN 2024

1. Burnout*
2. \$\$\$\$\$\$
3. Innovation/Buy-In
4. Transitioning/Breaking into Privacy
5. Getting into/out of AI Governance

TOP 5

MOTIVATIONS OF JOB SEEKERS IN FEBRUARY

1. \$\$\$\$\$\$
2. Job security concerns/unemployment
3. Burnout*
4. Opportunism
5. Mission alignment

* Burnout was the #1 motivator for 15 consecutive months until February of 2025

Privacy Compensation Benchmarks



Privacy, Ediscovery, & Cybersecurity Staffing

TRU Privacy Compensation Benchmarks

\$ base (total comp) at point of hire based on industry (U.S.)

	Fortune 500/BigTech		
Early Career	\$50K–85K (70-95K)		
Privacy Analyst/Specialist	\$100K–160K (110-195K)		
Privacy Program/Project Manager	\$140K–190K (165-250K)		
Privacy Directors/SMEs (reporting to CPO/Privacy Lead)	\$175K–250K (250-400K)		
Privacy Engineer	\$175K–375K (225-800K)		
Privacy Counsel	\$275K–425K (325-900K)		
CPOs/Business Unit Privacy Lead	\$325K–725K (400K-2.5M)		

TRU Privacy Compensation Benchmarks

\$ base (total comp) at point of hire based on industry (U.S.)

	Fortune 500/BigTech	Healthcare/Bio/ Pharma/HealthTech
Early Career	\$50K–85K (70-95K)	\$50K –85K (70-95K)
Privacy Analyst/Specialist	\$100K–160K (110-195K)	\$100K–140K (90-165K)
Privacy Program/Project Manager	\$140K–190K (165-250K)	\$130K–165K (145-185K)
Privacy Directors/SMEs (reporting to CPO/Privacy Lead)	\$175K–250K (250-400K)	\$175K–225K (190-275K)
Privacy Engineer	\$175K–375K (225-800K)	\$150K–275K (175-400K)
Privacy Counsel	\$275K–425K (325-900K)	\$225K–320K (250K-425K)
CPOs/Business Unit Privacy Lead	\$325K–725K (400K-2.5M)	\$235K–425K (275K-800K)

TRU Privacy Compensation Benchmarks

\$ base (total comp) at point of hire based on industry (U.S.)

	Fortune 500/BigTech	Healthcare/Bio/ Pharma/HealthTech	Telecomm/Retail/ Entertainment/ Financial
Early Career	\$50K–85K (70-95K)	\$50K –85K (70-95K)	\$40K–75K (70-85K)
Privacy Analyst/Specialist	\$100K–160K (110-195K)	\$100K–140K (90-165K)	\$90K–145K (100-165K)
Privacy Program/Project Manager	\$140K–190K (165-250K)	\$130K–165K (145-185K)	\$130K–175K (145-200K)
Privacy Directors/SMEs (reporting to CPO/Privacy Lead)	\$175K–250K (250-400K)	\$175K–225K (190-275K)	\$165K–225K (180-275K)
Privacy Engineer	\$175K–375K (225-800K)	\$150K–275K (175-400K)	\$165K–250K (185-350K)
Privacy Counsel	\$275K–425K (325-900K)	\$225K–320K (250K-425K)	\$200K–350K (250K-450K)
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These ranges have remained unchanged for the past 15 months.

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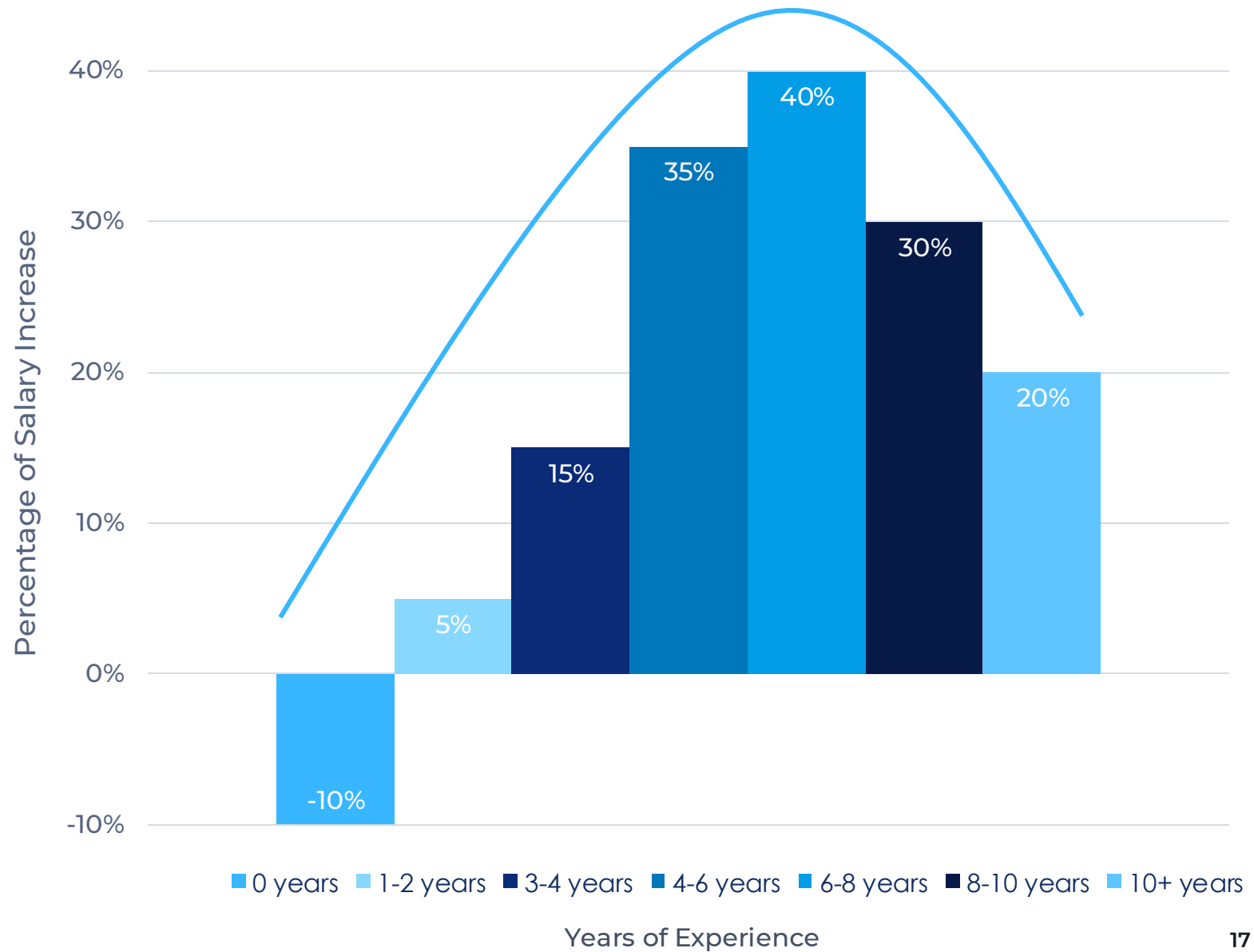
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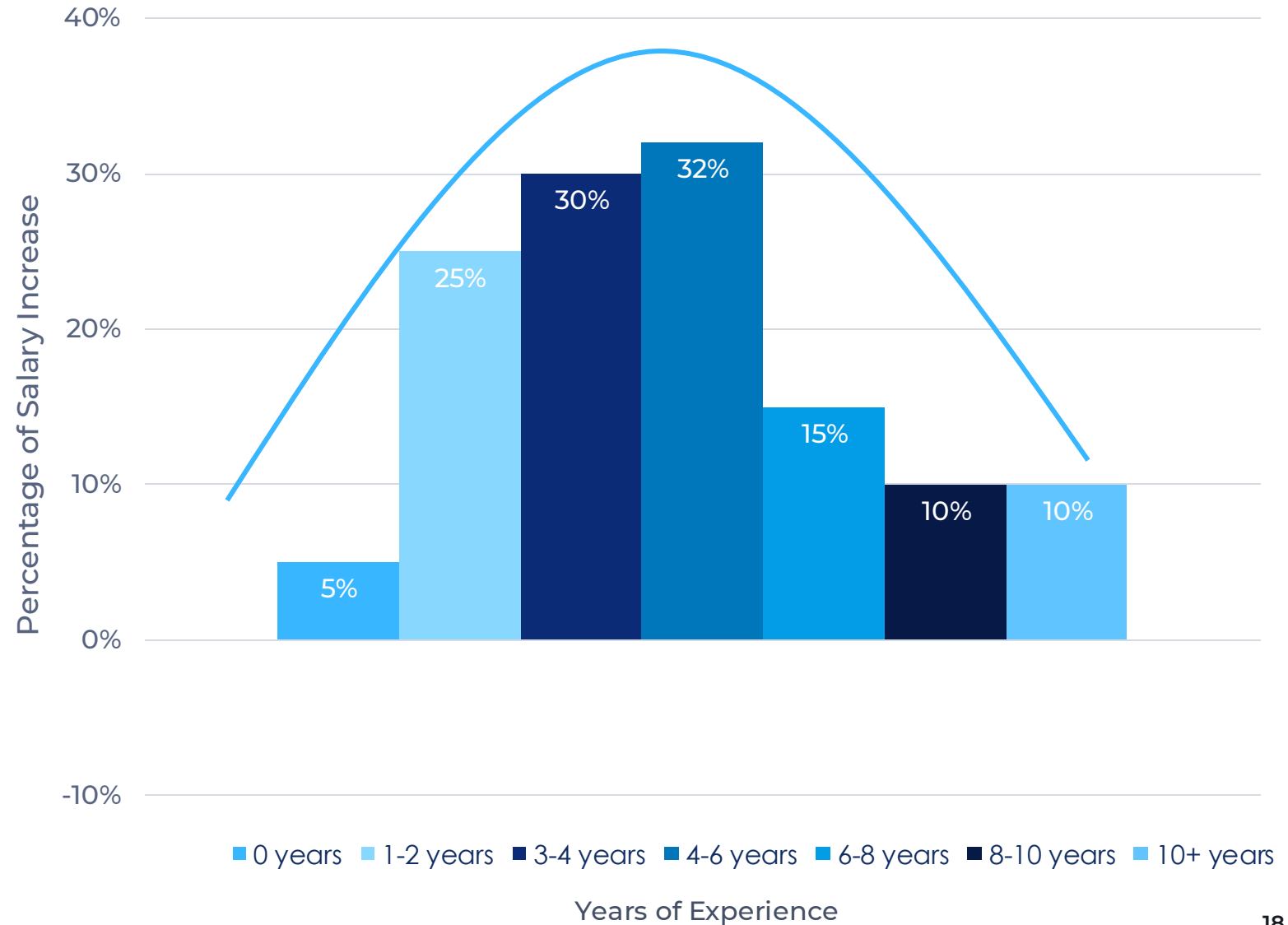
2022

Percentage of Salary Increase Based on Years of Experience at Point of Hire (2022)



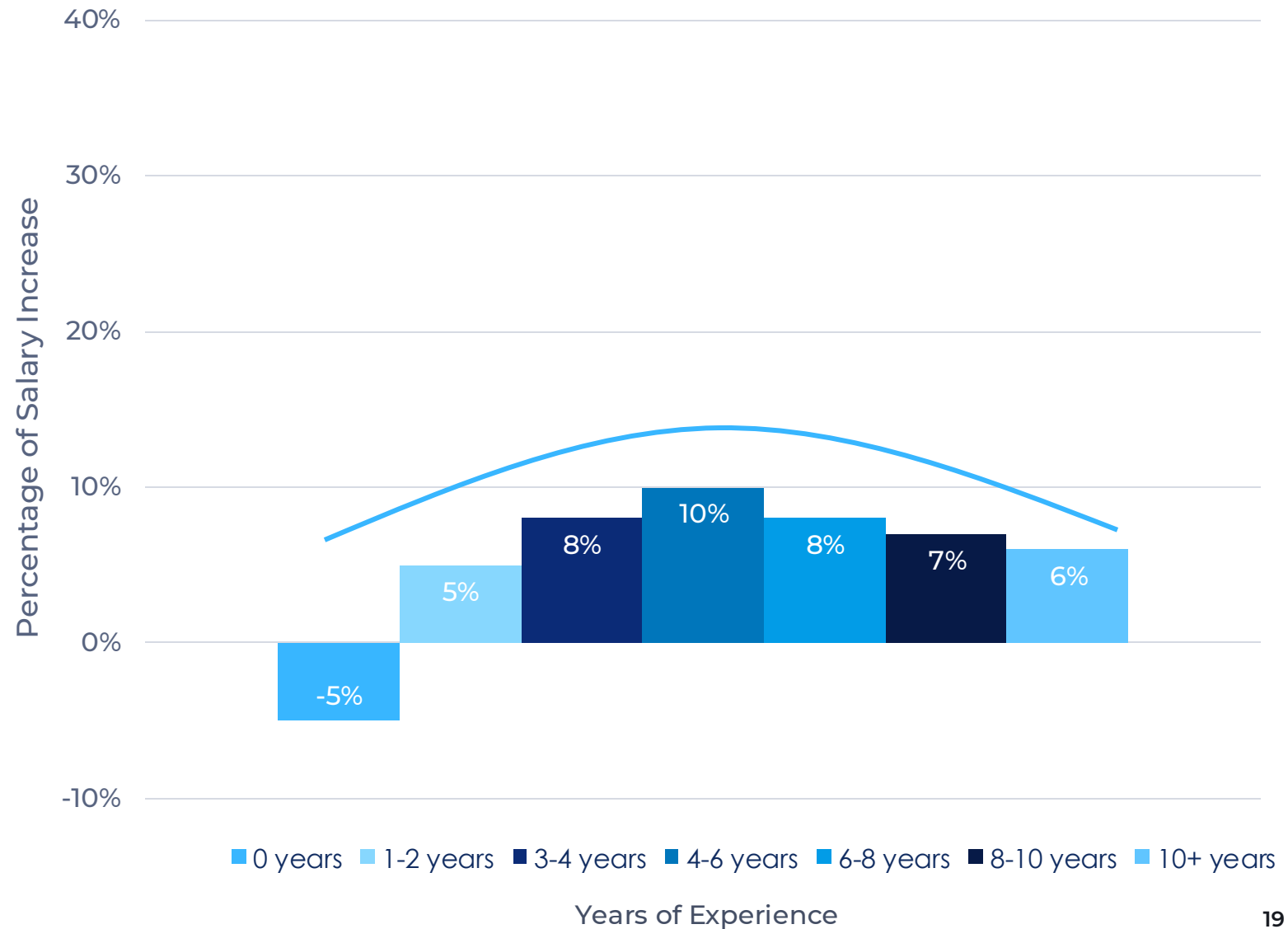
2023

Percentage of Salary Increase Based on Years of Experience at Point of Hire (2023)



2024

Percentage of Salary Increase Based on Years of Experience at Point of Hire (2024)



Salary Increases at Point of Hire

2021, 2022, 2023, 2024 YTD (TRU Data)

2021

2022

2023

2024

Salary Increases at Point of Hire

2021, 2022, 2023, 2024 YTD (TRU Data)

98%

Percentage of placements who received increases in compensation when changing jobs

23%

The average increase in base salary at the point of hire in 2021

99%

Percentage of placements who received increases in compensation when changing jobs

35%

The average increase in base salary at the point of hire in 2022 (Peak of Great Resignation)

65%

Percentage of placements who received increases in compensation when changing jobs

18%

The average increase in base salary at the point of hire in 2023

55%

Percentage of placements who received increases in compensation when changing jobs

8%

The average increase in base salary at the point of hire in 2024 (Peak of Privacy Job Recession)



AI Governance Base Salary Ranges

As advertised Through Q4 2024*

	Min	Median	Max
Analyst	\$59,800	\$100,650	\$151,600
Specialist	\$60,000	\$130,000	\$268,900
Lead	\$80,000	\$160,000	\$325,000
Engineer	\$108,000	\$167,300	\$296,300
Manager	\$100,000	\$153,900	\$321,000
Director	\$110,000	\$186,140	\$425,800
Executive	\$123,000	\$202,000	\$500,000

*Updated metrics released for the first time

AI Governance Base Salary Ranges

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*Updated metrics released for the first time

AI Governance vs. Privacy Median Salary Ranges 2024

	(As advertised)	(At the Point-of-Hire)	
	AI Governance	Privacy	Percentage Difference
Analyst	\$100,650	\$130,000	29%
Specialist	\$130,000	\$150,000	15%
Manager	\$160,000	\$165,000	3%
Engineer	\$167,300	\$225,000	35%
Director	\$153,900	\$225,000	46%
Executive	\$186,140	\$275,000	48%

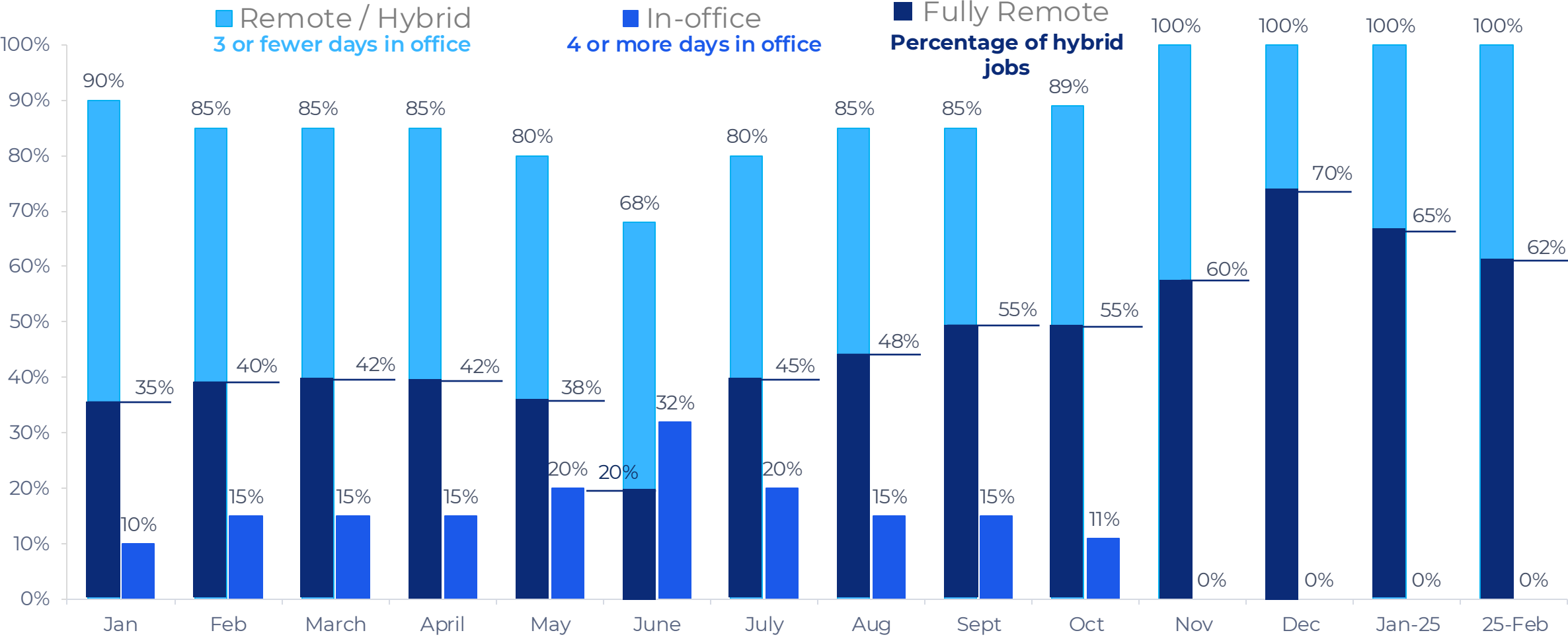
Remote/Hybrid VS. In-Office



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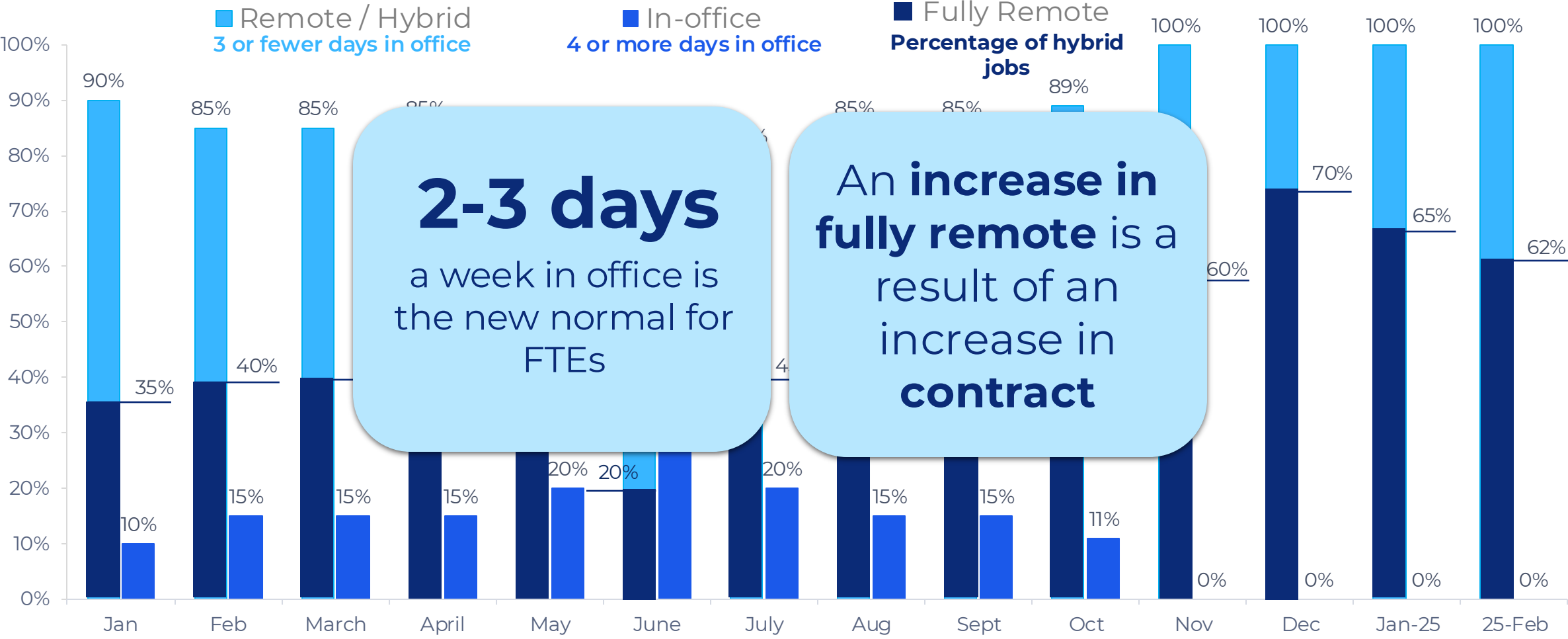
Remote/Hybrid vs. In-Office (2024)

Based on Offers Accepted



Remote/Hybrid vs. In-Office (2024)

Based on Offers Accepted



2-3 days
a week in office is the new normal for FTEs

An increase in fully remote is a result of an increase in contract

Up Next on Eye on Privacy...

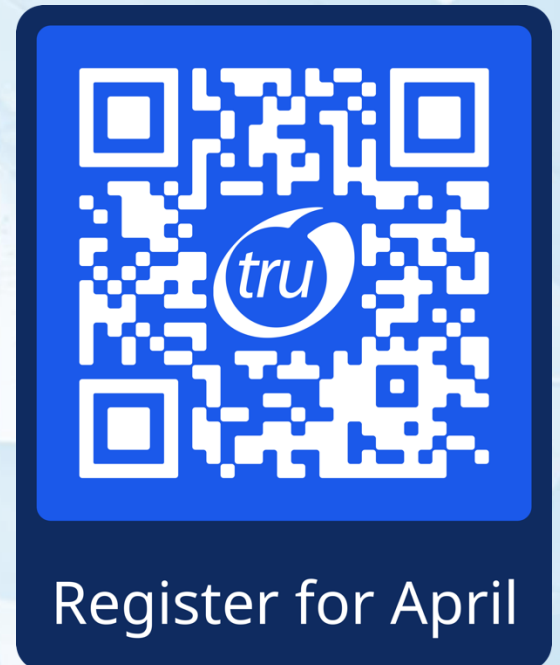
Thursday, April 10 | 12:30 PM ET



Susan Hintze

Co- Managing Partner, Hintze Law PLLC

Susan has provided legal counsel to tech and e-commerce clients for over 20 years, of which, 18 years have been focused exclusively in the area of privacy and security. She advises e-commerce, technology, analytics, advertising, media, gaming, and mobile companies on a wide range of U.S. and international privacy and data security issues.



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